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Executive Signature
82-2483/2

11 MAY 1982

MEMORANDUM FOR: Director of Central Intelligence

FROM: James N. Glerum
Director of Personnel

SUBJECT: PFIAB Briefing

1. Attached at Tab A is a copy of the memorandum prepared following my session with PFIAB on 9 March 1982.

2. Subsequent to that meeting, we have initiated action to seek relief from FY 1982 ceiling constraints and permit EOD of new employees against prospective FY 1983 ceiling increases. The Executive Director has briefed the appropriate committees of Congress and signed the letter to OMB attached at Tab B. If approval to exceed FY 1982 ceiling at year end is obtained, we expect no difficulty in bringing in the additional 250 employees. We currently are six over FY 1982 ceiling, have 170 cleared to EOD, and 960 more in process against both FY 1982 and FY 1983 requirements.

Attachments




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11 March 1982

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM:


Director of Personnel

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SUBJECT: Meeting with PFIAB Committee

1. Pursuant to his request I met with Admiral Moorer's PFIAB Committee on Organization, Management and Personnel on 9 March 1982. In addition to Admiral Moorer, Messrs. Six, O'Donnell and Rodgers were present.

2. The initial portion of the meeting was devoted to discussion of the attached handout requested by the PFIAB Staff. I then responded to a wide range of related questions which provided opportunity to describe our recruitment systems and speak to recruitment problems. The latter included:

- a. Attracting (and retaining) employees in certain high demand, high price specialities.
- b. Generating a sufficient number of qualified CT Program candidates.
- c. Clerical recruitment.

The strongest reaction I received was to a comment that identities legislation and FOIA relief would be of considerable assistance to our recruitment of CT's. They were particularly seized with the FOIA issue and indicated they would talk to the DCI about how they might help.

3. Not surprisingly, the Committee members were highly interested, extremely supportive of the Agency and thus a pleasure to talk to. (I also got the impression that they preferred the more informal approach to the preceding DIA presentation which involved five or six briefers and a heavy emphasis on graphic aids.)

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Attachment

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H. Adequacy of Resources to Support Recruitment.

- It has been and will continue to be necessary for the Office of Personnel to dedicate overceiling authorization for recruitment and processing in order to support the buildup of Agency personnel in FY 82 and FY 83.

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- The Office of Security and the Office of Medical Services will need additional resources to meet the FY 83 goal or may have to reallocate resources from other on-going programs (such as the Reinvestigation Program and the Industrial Security Program) early in the fiscal year in order to meet the recruitment needs. These offices are aware of this need and are planning accordingly. The Office of Training and Education is also planning for the increased workload and is programming for the required resources.
- It would be advantageous for the Agency to get a more rapid start in FY 82 toward meeting the increased ceiling in FY 83. Unfortunately, FY 82 ceiling and FTE constraints preclude entering on-duty any of this increase prior to October 1982, the beginning of FY 83. CIA can put into processing during FY 82 individuals identified as meeting FY 83 personnel requirements but must keep them in-process until the beginning of FY 83; this will result in lengthening the processing time, a situation which normally results in more individuals declining a job offer due to accepting other employment or decreasing interest. The only solution to this situation is relief from ceiling and FTE constraints.

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